



# TOOLS FOR MENTEE GROWTH



Office of Learning & Workforce Development  
June 2010

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# Being an Effective Mentee

## Mentee Preparation

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Your goal is to grow and develop as a result of your Mentor/Mentee partnership. To ensure that you're a few easy to use tools to prepare for success and **GROWTH**.

**Here are three simple steps to prepare to be an effective Mentee...**


1. Take the OLC<sup>2</sup> course, *Achieving Success: the Help of a Mentor*
2. Take **GROWTH** Readiness Assessment




## Tools for Growth

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Tools on the following pages will assist you in achieving the above steps.

 To take ***Achieving Success: the Help of a Mentor*** course...log in to the OLC2 site by typing <https://OLC2.energy.gov>. For instructions on using OLC2, see Appendix A.

 To assess your readiness for mentoring...complete the **GROWTH** Readiness Assessment.

## GROWTH Readiness Assessment

Check the appropriate box below to check your readiness for being an effective Mentee.

	Agree	Disagree
<b>Genuine Interest</b>		
I have a sincere interest in continuous self-development.	<input type="checkbox"/>	<input type="checkbox"/>
I take responsibility for directing my growth.	<input type="checkbox"/>	<input type="checkbox"/>
I am interested in developing both professionally and personally.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Reciprocal Relationships</b>		
I can communicate openly about my developmental goals.	<input type="checkbox"/>	<input type="checkbox"/>
I share lessons learned with others.	<input type="checkbox"/>	<input type="checkbox"/>
I share my failures and use them as opportunities to learn.	<input type="checkbox"/>	<input type="checkbox"/>
I willingly accept constructive feedback and coaching.	<input type="checkbox"/>	<input type="checkbox"/>
<b>On-going Dialogue</b>		
I have good interpersonal skills.	<input type="checkbox"/>	<input type="checkbox"/>
I am a good listener.	<input type="checkbox"/>	<input type="checkbox"/>
I seek to find out information through questions.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Work Together</b>		
I keep my commitments.	<input type="checkbox"/>	<input type="checkbox"/>
I enjoy working with others to accomplish goals.	<input type="checkbox"/>	<input type="checkbox"/>
I demonstrate follow-through.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Trust</b>		
I display a high level of integrity.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Heighten Potential</b>		
I regularly engage in learning experiences both at work and elsewhere.	<input type="checkbox"/>	<input type="checkbox"/>
I have high and realistic expectations for my development.	<input type="checkbox"/>	<input type="checkbox"/>
I am open to new perspectives and diversity of thought.	<input type="checkbox"/>	<input type="checkbox"/>

If you agree with most of the answers to the left, you are ready for a successful Mentor/Mentee Partnership.



**Congratulations!**











# Choosing Your Mentor

## The Right Mentor

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Although the focus on the Mentor/Mentee partnership is to create a **GROWTH** experience for both the Mentor and Mentee, the best Mentors exhibit certain characteristics. When choosing a Mentor, you should seek individuals who are...

-  Experienced
-  Committed to helping others grow
-  Trustworthy
-  Willing to share
-  Resourceful
-  Enthusiastic about their own self-development
-  Supportive of others
-  Knowledgeable about the organization



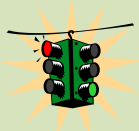
*“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.” ~ John C*


## Tools for Growth

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Before choosing your prospective Mentor you'll need to schedule a meeting with him or her (in person or on the phone), get to know a little bit about each other which will help you make your decision on choosing your Mentor. The **Mentoring (For Mentees) Get Acquainted Meeting** worksheet will help you plan for your meeting.

## Mentoring (For Mentees)—Get Acquainted Meeting



 **Prepare for Learning**—Before choosing your Mentor, you need to get to know him/her by setting-up your “Get Acquainted Meeting”.

**Prospective Mentor's Name is**

Once you have set up your “Get Acquainted Meeting” with your prospective Mentor, complete the meeting details below.

**Phone Number(s)**

## Email Address

**We will meet on (date)**

**We will meet (location)**

Answer the questions below before for your “Get Acquainted Meeting” with your prospective Mentor.

What are my mentoring goals?

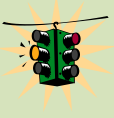
**What are some things I could tell my prospective Mentor about myself that would help us get to know each other a little bit? What about me might be interesting to share?**

**What are some questions I could ask to get to know my Mentor without prying? Write some possible open-ended questions below.**

**Sample Questions:**

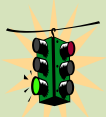
- How do you like to work with people you are supporting in their development?
- What would you like to gain from a Mentor/Mentee partnership?
- What do you expect from a person you're mentoring?
- What are your professional strengths?

You might even bring it along when you do meet. Remember to look over what you've written before the meeting—this will make you more comfortable and relaxed.



**Reflect on Learning**—After your “Get Acquainted Meeting” with your prospective Mentor, reflect on your experience, summarize the meeting in the space below.

Here’s how I would summarize my “Get Acquainted Meeting”...



**Act on Learning**—Develop your action plan by completing the following sentence.

I will apply what I learned about my prospective Mentor by...





# Preparing for Successful Mentor/Mentee Partnerships

## Meetings With Your Mentor

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Everyone can benefit from an effective Mentor. The most important part of ensuring that your partnership is successful is to prepare. Once you've chosen your Mentor, there are a few steps that you must take and this guide will provide you with a few easy to use tools to prepare for success and **GROWTH**.





**Here are four simple steps to prepare for a successful Mentor/Mentee partnership...**

1. Prepare for and conduct initial mentoring meeting
2. Sign Mentor/Mentee Partnership Agreement
3. Complete Mentoring Action Plan
4. Prepare for and conduct follow-up monthly meetings

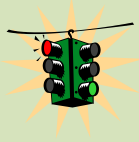
## Tools for Growth

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Tools on the following pages will assist you in achieving the above four steps.

-  To prepare for and conduct the first monthly mentoring meeting ... complete the **Mentoring (For Mentees) Initial Meeting** worksheet prior to the meeting.
-  The **Mentor/Mentee Partnership Agreement** is located in Appendix B.
-  The **Mentoring Action Plan** is located in Appendix C.
-  To prepare for your subsequent monthly mentoring meetings...complete the **Mentoring (For Mentees) Follow-Up Meeting** worksheet prior your meetings.

## Mentoring (For Mentees)—Initial Monthly Meeting



**Prepare for Learning**—Before your first monthly meeting with your Mentor after Orientation, ask yourself the following questions to prepare for learning. Also, review the sample Mentor/Mentee Partnership Agreement.

**Mentor's Name:**

**Meeting Date:**

Reassess your mentoring goals. Do you have any changes that you would like to make to your goals?

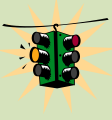
How do I want my Mentor to support me in meeting my goals?

As I think of effective Mentor/Mentee partnerships I have observed or imagined, what makes a Mentor/Mentee partnership effective?

What is my plan of action for contributing to creating/maintaining an effective Mentor/Mentee partnership?

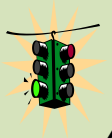


During this meeting, you will create your Mentor/Mentee Partnership Agreement (see Appendix B) and Mentoring Action Plan (see Appendix C).



**Reflect on Learning**—After your initial meeting with your mentor, reflect on your learning experience, summarize the meeting in the space below, and review your Mentor/Mentee Partnership Agreement.

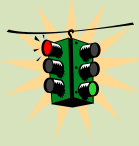
Here's how I would summarize my initial meeting with my Mentor...




**Act on Learning**—Develop your action plan by completing the following sentence.

I will apply what I learned from meeting with my Mentor by...

## Mentoring (For Mentees)—Follow-Up Meeting



 **Prepare for Learning**—Prior to each meeting after the initial one, with your Mentor, review the summary from your last meeting and ask yourself the following questions.

**Meeting Date:**

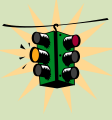
## What is the purpose of this meeting?

**What is my desired outcome(s) of this meeting?**

**What information will I share with my Mentor?**

**What actions have I taken since the last meeting?**

**What do I need to do to complete any assignments from the last meeting?**



**Reflect on Learning**—After meeting with your Mentor, reflect on your learning experience by answering the following questions.

Is my Mentor giving me the guidance I need? If not, how can that improve?

Is there more I can do to make the Mentor/Mentee partnership more effective? Be specific.

Here's how I would summarize this meeting with my Mentor...

What did I learn from this meeting?

Does my Mentor provide guidance but allow me to make my own decisions? If not, how can that improve?

Am I openly accepting constructive feedback from my Mentor? If not, why?

Is my Mentor providing the support I need to develop? If not, describe how that can improve?



**Act on Learning**—Develop your action plan by completing the following sentence.

I will apply what I learned from meeting with my Mentor by...





# Assessing Mentor/Mentee Partnerships

## Check-in With Your Mentor

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Through the use of the Mentor/Mentee Partnership Check-In, you will know how the relationship is going. You will also be able to ensure that you are both benefiting from this experience. This allows you to remain on track and will enable you to identify any significant changes, before they present a problem, for either of you. Feedback captured on the Mentor/Mentee Partnership Check-In Forms should be shared between you and your Mentor to initiate discussion three months into the partnership and 6 months for one-year partnerships. It also serves as a check on you receiving the level of support from your supervisor and DOE Mentoring Program Manager in order for you to be successful.

The check-in form has two parts. The first part is for the Mentor to complete based on their view of the partnership. Likewise, your part will be completed and shared with your Mentor based on your view of the partnership. Once both of the check-in forms have been shared, a plan of action is developed, so that both you and your Mentor know how to proceed with your partnership.



## Mentoring Check-In Form (For Mentee)

Instructions: Complete this form 3 months and 6 months (for one-year partnerships) from the start of the partnership. Provide the ***Mentoring Check-In Form (For Mentor)*** to your Mentor to complete.

My relationship with my Mentor is meeting my expectations.

☐ Strongly Agree    ☐ Agree    ☐ Disagree    ☐ Strongly Disagree

The average amount of time a month spent with my Mentor is...

☐ once a month                      ☐ twice a month                      ☐ once a week  
☐ more than once a week    ☐ I did not meet with my Mentor

We meet often enough to foster an effective partnership.

☐ Yes                      ☐ No

I feel we established enough trust between us to make our partnership effective.

☐ Yes                      ☐ No

I feel my Mentor is helping me develop and grow.

☐ Strongly Agree    ☐ Agree    ☐ Disagree    ☐ Strongly Disagree

Top three things I feel are going well with Mentor/Mentee Partnership.

1.

2.

3.

One thing I wish I could change about how I am developing

After reviewing our Mentor/Mentee Partnership Agreement, I think we need to readjust our goals.

☐ Yes                      ☐ No

If yes, which goal(s) and what changes do you suggest.

The DOE Mentoring Program Manager is providing necessary support.

☐ Strongly Agree    ☐ Agree    ☐ Disagree    ☐ Strongly Disagree

My supervisor provides me with resources to support my development.

☐ Strongly Agree    ☐ Agree    ☐ Disagree    ☐ Strongly Disagree

Additional Comments:

---

**Mentee's Signature & Date**

After you and your Mentor complete your worksheets, discuss your responses during your monthly meeting. Remember to remind your Mentor –and yourself –that no relationship is perfect and constructive feedback is healthy and can help strengthen your connection.

Compare your responses. Be sure to value both where you agree and disagree - it's all good information. After you are done sharing, talk about next steps - what you each can do to strengthen the "good stuff" and overcome any difficulties. Commit to a plan of action together.

## Mentoring Check-In Form (For Mentor)

Instructions: Complete this form 3 months and 6 months (for one-year partnerships) from the start of the partnership.

My relationship with my Mentee is meeting my expectations.

☐ Strongly Agree    ☐ Agree    ☐ Disagree    ☐ Strongly Disagree

The average amount of time a month spent with my Mentee is...

☐ once a month                      ☐ twice a month                      ☐ once a week

☐ more than once a week    ☐ I did not meet with my Mentor

We meet often enough to foster an effective partnership.

☐ Yes                      ☐ No

I feel we established enough trust between us to make our partnership effective.

☐ Yes                      ☐ No

I feel my Mentee is developing and growing.

☐ Strongly Agree    ☐ Agree    ☐ Disagree    ☐ Strongly Disagree

Top three things I feel are going well with Mentor/Mentee Partnership.

1.

2.

3.

One thing I can encourage my Mentee to do differently

After reviewing our Mentor/Mentee Partnership Agreement, I think we need to readjust our goals.

☐ Yes                      ☐ No

If yes, which goal(s) and what changes do you suggest.

The DOE Mentoring Program Manager is providing necessary support.

☐ Strongly Agree    ☐ Agree    ☐ Disagree    ☐ Strongly Disagree

My supervisor provides me with resources to support my development.

☐ Strongly Agree    ☐ Agree    ☐ Disagree    ☐ Strongly Disagree

Additional Comments:

---

**Mentor's Signature & Date**

After you and your Mentee complete your worksheets, discuss your responses during your monthly meeting. Remember to remind your Mentee –and yourself –that no relationship is perfect and constructive feedback is healthy and can help strengthen your connection.

Compare your responses. Be sure to value both where you agree and disagree - it's all good information. After you are done sharing, talk about next steps - what you each can do to strengthen the "good stuff" and overcome any difficulties. Commit to a plan of action together.



### Online Learning Center² (OLC²)





The DOE OLC² is the web-based learning management system (LMS) that provides DOE Federal employees a convenient avenue to access career-enhancing courses while at the office, at home or on the go.

The OLC² provides a wide variety of quality courses to DOE Federal employees. With access to over variety of courses, employees can fulfill their training needs with ease and save money on travel and training costs. With the OLC² you can take a few courses at your leisure or schedule several courses at a time.

Whether at the office, in the comfort of your home or on the go, you can access your online training at any time.

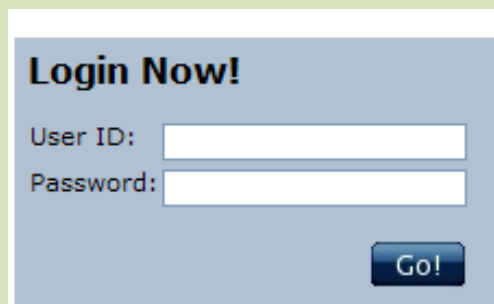
### Working with OLC²

#### Logging into the OLC²


1. Open your web browser and type <https://olc2.energy.gov>.
2. In the **User ID** and **Password** field, type your Learner ID and password.   
**NOTE:** Your User ID is usually your FIRSTNAME.LASTNAME
3. If you have forgotten your password, click the **Forgot your Password?** link; a temporary password will be sent to you via email. Your new password must include the following criteria: 1) 8 characters or more, 2) one Capital letter 3) one number and 4) one special symbol.
4. Click . **NOTE:** The System Configuration Checker will automatically run to ensure your desktop meets the required system configuration requirements. Click **OK** and allow several seconds for the checker to run.

Note: Federal employees can access the OLC2 via ESS Training menu without a separate username.


If you are a **new DOE Federal employee**, you will receive your initial username/password in an email within two pay periods of the date of employment. If you are a **contractor**, you should contact your manager and office OLC2 administrator for subscription information.



#### Launching a Course

1. Search the course.
2. Click  and the course will begin!  
**NOTE:** The course will automatically be added to your learning plan.

#### Adding a Course to your Learning Plan

1. Search the course you would like to add.
2. Click .
4. The course is added for future use.  
**NOTE:** To list all the courses in your learning plan, click **Learning** tab.



## Searching a Course

There are several ways to search the catalog:

1. Click the **Catalog tab** to search courses based on subject type. **NOTE:** Please allow several seconds for the catalog to expand.
2. Type the course name in the **Catalog field** in the upper right-hand side of screen to search for a specific course. **NOTE:** It's recommended to query the course by one or two keywords to receive the best results.
3. To search a course by course ID number, select the **Catalog** tab then **Advanced Catalog Search**. Type in the course ID number then select **Search**.

## Course Subject Types

- ✓ Security and Safety Operations
- ✓ Business/Professional Skills
- ✓ Project Management and Leadership
- ✓ Desktop Applications
- ✓ IT Professional
- ✓ Computer Networking and Programming
- ✓ Legal Compliance
- ✓ Personal Development and Retirement Planning

## Need Help?

Contact your office OLC2 Administrator or the OLC2 Helpdesk at 202-586-3607 or [energyolc@hq.doe.gov](mailto:energyolc@hq.doe.gov)



## Mentor/Mentee Partnership Agreement

We developed this agreement together. In it, we are writing some ground rules on how we want our mentoring relationship to work. By creating and signing this agreement, we are both committing to do our best to honor these ground rules.

As we spend time together, we will both try to:

- 
- 
- 
- 
- 
- 

Work on our shared goals for this mentorship, which include (list goals below):

- 
- 
- 
- 
- 
- 

Recognize that we are two different people, and that is a good thing. We can learn from each other if we respect and value each other and the ways we are alike and the ways we are different.

Really listen to each other. Try to understand the other person's viewpoint.

Make sure we get things done and have fun doing it. Remember to laugh.

We will have our check-in meeting on \_\_\_\_ (3 months from today).

We will have our close-out meeting on \_\_\_\_ (6 months from today).

\_\_\_\_\_  
*Mentee Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Mentor Signature*

\_\_\_\_\_  
*Date*



## Mentor/Mentee Partnership Agreement (*Sample*)

We developed this Partnership Agreement together. In it, we are writing some ground rules on how we want our mentoring relationship to work. By creating and signing this agreement, we are both committing to do our best to honor these ground rules.

As we spend time together, we will both try to:

- Meet or speak at least twice per month, for at least two hours.
- Pick meeting places that allow us to talk openly and honestly.
- Call ahead – giving at least 24 hours notice if possible – if we have to cancel or reschedule.
- Come to our meeting prepared. If we've agreed to do some assignment between meetings, have it completed. Don't bring along friends or family members to meetings without talking about it first – usually this won't be a good idea.
- If we have a problem or something doesn't feel right to one of us, we'll talk about it – even if it is uncomfortable. We won't avoid facing a problem. We'll deal with it together.
- Keep what is said between us – maintain confidentiality. This means that we won't go telling other people what our Mentor/Mentee told us. We'll keep it private. The only exception would be when the law requires the Mentor to report a dangerous situation or when a criminal act has been committed.

Work on our shared goals for this mentorship, which include (list goals below):

- You as my mentor will assist me in preparing for my presentation at the Division Manager's meeting in September.
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Recognize that we are two different people, and that is a good thing. We can learn from each other if we respect and value each other and the ways we are alike and the ways we are different.

Really listen to each other. Try to understand the other person's viewpoint.

Make sure we get things done and have fun doing it. Remember to laugh.

We will have our check-in meeting on January 16, 2010 (3 months from today).

We will have our close-out meeting on March 17, 2010 (6 months from today).

Mentee  
*Mentee Signature*

October 11, 2009  
*Date*

Mentor  
*Mentor Signature*

October 11, 2009  
*Date*

Appendix C

Mentoring Action Plan

We developed this Action Plan together to document planned mentoring activities as they relate to my mentoring goals.

Mentoring Goal #1:

Learning Activity	Competency	Beginning Date	Ending Date	Funding	Status/Comments

**Mentoring Goal #2:**

<b>Learning Activity</b>	<b>Competency</b>	<b>Beginning Date</b>	<b>Ending Date</b>	<b>Funding</b>	<b>Status/Comments</b>

Mentoring Goal #3:					
Learning Activity	Competency	Beginning Date	Ending Date	Funding	Status/Comments

Mentoring Goal #4:					
Learning Activity	Competency	Beginning Date	Ending Date	Funding	Status/Comments